NATIONAL INDEPENDENT LABOR JOURNAL

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AMA Vows Fight On Aged Medical Plan

The American Medical association served notice on President-Elect John F. Kennedy that it will marshal its "tremendous strength" in an effort to kill his proposed medical care for the aged problem.

Delegates to the A. M. A.'s 14th annual clinical meeting were urged to stand fast in opposition to Kennedy's plan to tie medical care for the aged to the social security system.

Should Not Compromise

Dr. Ernest B. Howard, A.M.A. assistant executive vice president, said the recent election results should not force the medical profession to think in terms of compromising its viewpoint.

"The surest way to total defeat is to say, ' we are now going to sit across the negotiating table and see what you will give us'," he said. "They are going to fight with everything, and I tell you gentlemen, we have to fight with every resource, right down the line."

Howard addressed a seminar on medical care programs for the aged during the opening session of the five day meeting attended by about 4,500 doctors.

Fight to Continue

He said the Kennedy election should not mark the collapse of the A.M.A.'s strong fight against incorporating medical care with social security. "I think that no one should underestimate the tremendous strength of medicine," he said. "That's why we won last time."

The Kennedy program was blocked by conservative opposition during the dying days of the last session of Congress. Instead, Congress approved a federal-state voluntary plan for providing medical care for persons over 65 who can prove economic need.

The A.M.A., one of the set up to discuss the plan approved by Congress, but it also served as the forum for launching an attack on the social security approach.

Kennedy to Push Plan

During the campaign, Kennedy critized the present program as "inadequate" and said he would press for his original plan soon after he enters the White House.

The A.M.A., one of the strongest and most articulate political action groups among the nation's professional organizations, charges that the Democratic medical care plan would provide help to many who do not need it.

The organization, whose membership includes 179,000 physicians, also considers it "socialized medicine" and argues that it would destroy the patients' traditional freedom to select his doctor. Howard said medical care for the aged would be "one of the key isues in the next Congress. Our responsibility is to take appropriate action so that we will remain free . . . from onerous controls over the services we render.

Call Kennedy Victory Year's Biggest Story

Sen. Kennedy's election as the first Roman Catholic President of the United States topped this year's list ot 10 biggest stories, announced by United Press International.

The selection was made by UPI editors of the United States and Canada. In second place was the downing of the U2 spy plane and its aftermath in the summit collapse and trial and sentencing of pilot Francis Gary Powers.

Two stories tied for third place: The 15th session of the United Nations General Assembly attended by Khrushchev, Castro, Nasser and other heads of state; and the gaining of sovereignity by the Congo, setting off a wave of violence.

The "10 biggest" list follows:

1. Kenedy's election.
2. U2 incident and aftermath; sumit collapse and Powers trial.
3. (Tie) 15th session of Uni-

(Continued on Page Twelve)

Recession Held Deepening; See Unemployment Rolls Rising To 6 Million Mark

Testimony from top economists, latest Government reports, and figures contained in reliable economic barometers all pointed to one plain, unvarnished fact this week: The nation's economy is ailing with no immediate signs of recovery.

The symptoms were: an increase in unemployment, more chronic joblessness, dropping steel output, sluggish sales, higher inventories and indications of further business retrenchment.

Although some ultra-conservatives and standpat business spokesmen clung to the idea that somehow "the patient would respond without treatment," more and more analysts were agreeing with labor's pleas for Government action.

Asks Alleviation of Distress

These were some key developments that brought the economic picture into focus:

1. Peter Henle, assistant director of research for the AFL-CIO, told Congress that "from the viewpoint of those who work for a living . . . action is needed to alleviate the distress caused by unemployment and to create more jobs."

Appearing before the Joint Congressional Economic Committee, headed by Senator Paul H. Douglas (Dem., Ill.), Henle set forth figures and charts to show that the slump is occurring at a time when the economy has not yet fully recovered from the 1958 recession.

Henle warned that if present deterioration continues, unemployment will rise to almost 6 million by February.

2. Prominent economists, also testifying before the same committee, generally agreed the nation is in a recession, but disagreed on the extent, or insisted on calling it just a "contraction" or "downturn."

Jobless Rolls Up

3. The Labor Department released figures that showed a new increase in unemployment rolls during November to the highest level for the month since World War II. The jump of 450,000 in unemployment from October raised the November total to somewhat over 4 million, or 6.3 per cent of the nation's labor force.

Labor Department economists added that normal seasonal changes could boost unemployment in January and February above 5 million, and that a further economic slowdown might shoot the total close to 6 million by February.

In addition to the 4 million totally unemployed, the Labor Department said, the number of workers forced onto short weeks rose by 100,000 in November to 1.4 million.

Also, the Department reported that in the same month there were 51 areas with "substantial unemployment" (6 per cent or more of the work force), an increase of 20 such areas so far this year.

More Declines

4. The Commerce Department and the Securities and Exchange Commission reported that business investment in plant equipment was running at the annual rate of about

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Confederated Unions of America

NATIONAL HEADQUARTERS

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Independents Make First Break In Oil Wages

The Independent Oil Workers Union, Local No. 1, at Whiting, Indiana in Standard Oil Company, received the first offer of a general increase in November, 1960.

5 per cent was offered with a stipulation of a two-year contract and other strings attached to benefit plan changes.

At present negotiations are still under way. This local union is headed by Charlie Hallum as President and is an affiliate of The Independent Oil Workers Union, a National Independent Union, headed by President Vernon Brave of Edwardsville, Illinois.

Stewart Arnold Elected

Stewart Arnold better known as "Stu" was recently elected President of The Ice Machinery Independent Employees Association in York, Pa. Stu was formerly a Vice President of the C.U.A. and also held the post of President of his local union for many years.

Stu has recovered from a heart attack which befell him over a year ago and we wish to congratulate him on his election.

Cost of Living Continues To Rise!

The consumers price Index rose another 0.4 per cent between September and October.

The October figure now stands at 127.3 from the top fellows in Washington, D.C. in the know the "cost of living" will continue to rise for the next four years.

Retired Couples Budget

If you are retired or planning on retiring the Dept. of Labor's Bureau of Labor Statistics has just released the following figures.

The budget is based on a retired husband and wife who maintain their two or three room rented dwelling in the suburban area. The couple is assumed in good health and are self supporting.

At this level it is estimated it requires from $2,640 in Houston, Texas to $3,365 a year in Chicago. Washington, D.C. was listed as $3,047.

It would pay you to estimate your pension plan payments upon retirement along with your Social Security payments and see where you stand.

Truman Pictures AMA As 'Biggest Trust In World'

NEW YORK—Former President Harry S. Truman labeled the American Medical Ass'n. "the biggest trust in the world and a mean one."

Mr. Truman, on his morning walk, commented when newsmen asked him about the AMA's opposition to President-elect John F. Kennedy's proposed medical care-for-the-aged program.

The AMA said it would marshal its "tremendous strength" in an effort to kill the program.

Mr. Truman called the AMA "orney" and said it "has always been against welfare and the benefit of the ordinary people.

"They know how I feel, so I'm not slandering them," he added with a wry grin.

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OUR REASON FOR EXISTENCE

It shall be the constant policy of this newspaper:

1. To publish news of interest to its subscribers and friends regarding all things pertaining to the working man and his family.

2. To aggressively advocate and pursue plans that will increase the economic advantages of the laboring and producing millions of our American people.

3. To be vigilant in protecting the gains made by working people through their Unions in recent years.

4. To be active in obtaining for Labor, a greater share of the fruits of our production.

5. To further the organization and growth of independent Labor Unions.

6. To do all these things in the American way; that is by lawful and free Constitutional Government.

80 Per Cent of U.S. Wage Earners Are Covered for Losses

Washington, Dec. 4 — Some 80 per cent of the nation's wage earners are now covered by workmen's compensation laws, according to Labor Secretary Mitchell. He said in a statement that "substantial improvements have been made in the last seven years" during the life of the Eisenhower administration.

Union Election Rules

The U. S. Labor Department's new booklet, "Electing Union Officers," is now available.

John V. Moran, Chicago Director of the Department's Bureau of Labor Management Reports, said the publication is another in a series of aids prepared by the Bureau to explain the law to those affected by it and facilitate voluntary compliance with its requirements. Designated as Technical Assistance Aid Number 5, "Electing Union Officers" may be obtained by writing to the Bureau of Labor-Management Reports, U. S. Department of Labor, Washington 25, D. C.

AN EDITORIAL

THE MOONLIGHTERS

Moonlighting? What is it? Is it a dirty practice? Depends on where you stand. To those in positions of labor leadership, the answer generally is yes. To those engaged in the practice of moonlighting, the obvious answer is no. Nonetheless it is a problem and does have a direct bearing on the number of unemployed persons in the country. It is estimated that approximately 3 million people in 1960 held 2 jobs at the same time or in other words were moonlighters. There are approximately 4.5 million unemployed as of this writing. Moonlighting should not be confused with part time workers such as students, pensioners and other such persons who hold only one job. Statistics over the past few years indicate that moonlighting is increasing at a rapid and unprecedented rate and therefore this problem deserves close study by business, government and labor unions.

The National Independent Labor Journal does not profess to know the answers to this dilema but we do know that moonlighting should be placed in proper prospective. We admit that the problem of moonlighting has more tentacles than an octopus but who else should speak out about the subject except those most concerned with the problems of the working people? We think that labor leaders should give this thought provoking problem attention and come up with some constructive suggestions.

Recently a spokeman for the International Association of Machinists was quoted as stating that of the 7,000 hourly wage earners at a missile plant in California, approximately 1,200 or 18 per cent of the work force were engaged in moonlighting. This is an abnormally high figure but especially disconcerting because it is a plant represented by a union.

Not too long ago a dispute arose in New York regarding the moonlighting of police officers. The Commissioner of Police fined the policemen so engaged and incurred a near strike of the city's "finest." This took courage but was the Commissioner of Police to be commended or condemned for his position?

Do you remember the depression of the 1930's when more than 13 million people were unemployed? And do you remember that those fortunate enough to have jobs worked 60, 70 and as much as 80 hours per week at straight time? And do you recall that to reduce the number of unemployed, one of the remedies of the times was the passage of federal legislation requiring the payment of premium pay after 52 hours? Is there not some parallel between the unemployment problems of the 1930's and the unemployment problem of 1960? And is there not some parallel between moonlighting and the 60, 70 and 80 hour work week of the 1930's? Is it not the time for union leaders to do an educational job on their members in anticipation of possible remedies to the problem of moonlighting? It is understandable that Unions have a delicate problem here because many of their own union members are moonlighters and therefore they hesitate to incur the wrath of their own constituents; but isn't it also a challenge to labor's creed that what is good for America is good for labor?

The real tragedy of the moonlighting problem naturally is compounded during periods of unemployment. There is understandable bitterness when, for instance, a drill press hand is laid off in one plant and applies for a job at another plant that employs drill press operators but is refused employment because the company employs moonlighters. The rejected drill press hand may have a family of 4 or 5 dependents, whereas the moonlighter may be a single person or a married person with a spouse working as well. To the drill press operator unable to get a job because of the moonlighter, this is frustration at its highest point.

What would happen in a Union plant if 150 people were on layoff and the Company announced that instead of recalling any laid off employees that the plant would go on an indefinite 14 to 16 hour daily work schedule which might last for several months? Would not the Union insist on the recall of their unemployed members before allowing the company to increase working hours to such proportions? Is there any difference in morality between the aforesaid and moonlighting? The only apparent difference it would seem is that the Union would be obligated to protect their own members at the insistence perhaps of not only their laid off members but the employed members as well. If this would be the case, then does not unionism stop at the waters edge?

It would seem to us that this is a moral question rather than

(Continued on Page Eleven)

Ohio GOP Shuns Jobless; Nips Extra Benefits Bill

A coalition of Republicans and conservative Democrats killed a Democratic proposal to allow Ohio's jobless workers to draw a maximum of 39 weeks of unemployment compensation instead of the present limit of 26 weeks.

The Ohio legislature met in special session, called by Governor Michael V. DiSalle (D) to act in the face of continuing unemployment and exhausted benefits. The governor at a joint session of the House and Senate made an impassioned plea to the legislators to help the jobless and not let politics color their judgement.

The emergency measure lost in the Senate. It needed 22 votes for passage, got the votes of 20 Democrats, was opposed by 11 Republicans.

The Democrats then submitted the bill as a regular measure, to take effect 90 days after signature by the governor. It passed the Senate, 18-13, but lost in the House, 65-59. A constitutional majority of 70 was required in the lower chamber.

Labor will make another attempt, when the regular legislative session begins in January, to have the benefit period extended permanently from 26 to 39 weeks. Democrats had a majority in the last session, will be in the minority in the coming session.

Mitchell Plans to Engage In Consultant Work

Secretary of Labor James P. Mitchell announced today that he will open an office in New York City on or about February 15, 1961, to provide consulting services to several industrial and business concerns.

The Secretary's consulting activities will be in addition to his chairmanship of the Presidential Railroad Commission announced today.

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"Greg Alan," son of Mr. and Mrs. John J. Zawiski of 1000 Oakland Drive, Elgin, Ill. Paternal grandmother, Mrs. Estelle Zawiski, a member of the Independent Radionic Workers Union of Zenith Radio Corp. "Photo was taken by father John."

Factory Worker May Need A College Degree

The factory worker of tomorrow in the United States may possess a college degree or at least a high school diploma.

That sounds rather startling, doesn't it? But some industrialists and educators believe this may well come true.

Why? Because of the growing trend of automation in our industrial facilities. There is hardly a new manufacturing plant being erected in this country which is not being equipped with some degree of automation and even in some of the present factories electronic production systems are being installed.

Now all of these new pieces of complex machinery require a much more skilled and educated factory worker than did the manufacturing system which has been in effect in factories in this country for many years. So the companies which have been acquiring these new operating systems, designed to cut costs and produce more efficiently, have had to hurriedly train workers to fill these new positions or to seek high school or college graduates.

Trend Has Begun

Personnel managers quite frankly state that these new jobs have almost invariably gone to those that have had greatest degree of education. So the trend has begun toward the employment of more highly trained and educated persons in our factories.

If eventually a majority of the nation's factory workers are high school or college grads this will be quite in contrast to the average education obtained by factory workers up to now. Most of them, employment records show, have had little education other than that acquired in the public schools and some have not even graduated from them.

Better Income

In one respect the average factory worker of tomorrow will be much better off than his predecessor. That will be in his income. The new machines which automation brings require greater skill and this factor has been boosting the average factory wage.

Now there is another field in which the factory worker is undergoing a transition with the advent of the age of industrial automation — and that is in his working dress. Walk thru a new factory today, or one which has been remodeled and modernized, and one will find a few workers in the traditional overalls. Those garments, which often were dirty and greasy, have been discarded in favor of colored trousers, shirts and ties.

Yes, the factory worker has come a long way from the day when he was first organized by Samuel Gompers. In the years ahead you may not be able to distinguish him from the clerical worker of today.

Personnel Director: What previous experience have you had and what work have you done?

Pretty Job Candidate: I was a secretary. All I had to do was to look like a girl, think like a man, act like a lady and work like a dog.

Diamond T Union Shuts Up Shop

The Automotive Workers Industrial union, independent, which has represented workers at Diamond T Motor Co., 4401 26th st., since 1937, folded Wednesday.

The union was dissolved as a result of a decision by the White Motor Co., Diamond T's parent company, to move the Lawndale operation to its Reo plant in Lansing, Mich. Diamond T ceased manufacturing here Oct. 28.

The vast majority of workers here have found other jobs.

The dissolution, which has been "official" since Nov. 1, became a fact Wednesday when the union divided up its $38,-[illegible] treasury, sending each of the 583 members in good standing last Aug. 31, $5.10 for each year of membership. Many workers got a maximum of $112.20 refund. The union stopped collecting dues last September.

Zenon C. R. Hansen, a director of the White Motor Co., and president of its Diamond T division, said the local operation is being absorbed by the Lansing plant, which has two million square feet of space not now being used to capacity and that continuance of the Lawndale operation would be "financially unsound."

Gus Karlo, 46, of 6212 S. Komensky, union president since 1946, said that many members of the union—semi-skilled workers—are finding jobs. He said the Chicago Truck Drivers union, also independent, with which the Automotive Workers were affiliated, has been able to place about 50 members.

Diamond T was founded in Chicago in 1905 and during World War II employed some 2,400 Automotive Workers.

About 800 union men were employed there last summer when the company began its shutdown by first laying off 500. All but 15 maintenance and repair men were let go Oct. 28.

The Automotive Workers had offered "concessions," possibly even a pay cut, as a lure for the company to stay here.

Karlo said he will keep the union office open through Dec. 31, and at present has no plans for himself.

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Northwest Metal Workers Union Wins 672-621

SAN FRANCISCO — Striking workers of Bunker Hill Co. voted to decertify the International Union of Mine, Mill and Smelter Workers as their bargaining agent in a special election Saturday in Kellogg, Idaho. They also voted in the local, independent Northwest Metal Workers Union to represent them in dealings with the company.

The election, was administered by the National Labor Relations Board. The vote was 672 to 621 in favor of the local union. Eight worker voted against any union representation.

Lee Alkire, secretary-treasurer of Northwest, said a membership meeting will be held today to decide if some 300 maintenance workers should be allowed to begin to ready the Bunker Hill mines and smelters in preparation for a general return to work. He said a general contract agreement probably could be reached with Bunker Hill.

Mr. Alkire said his union will probably become the official bargaining agent for Bunker Hill workers in about 10 days, unless Mine-Mill challenges the result. He said he had already met with C. E. Schwab, Bunker Hill president, and said, "I don't think there will be any trouble in coming to an agreement.

Three Year Pact Preferred

Mr. Alkire indicated he thought company and union probably would sign a contract giving about 18 cents an hour more in wages and fringe benefits. He also said he favored a three-year contract. An earlier Mine-Mill proposal had been for a two-year agreement providing about 22 cents more in pay and benefits.

Mitchell Sends Congratulations

Secretary of Labor James P. Mitchell has sent the following telegram to Arthur Goldberg, who was named by President-Elect Kennedy to be Secretary of Labor:

"ARTHUR GOLDBERG, ESQUIRE
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SECRETARY OF LABOR
JAMES P. MITCHELL

Payroll Data

An employer is justified in refusing union demands for payroll information not readily available and too difficult to compile, the National Labor Relations Board ruled.

Ordinarily, the NLRB requires employers, as a good-faith bargaining with unions, to make payroll information available as a basis for discussing bargaining demands.

But in a case involving a 1958 dispute between Westinghouse Electric Corporation and the International Union of Electrical Workers, the board declared that if the information asked cannot be compiled without "extremely burdensome" research, it need not be supplied.

Seems a big-time oil operator dispatched an agent to buy some oil property with this instruction:

"Go as high as $10,000,000 if you have to—I want it."

Later that day the agent reported back, "I got it for $9,000,000," he said, "but we're in trouble."

"But why?" the big man demanded.

"Well," stated the henchman, "they want $500 down."

Court Names Aid In Olson Rug Dispute

Nathan M. Cohen, Republican candidate for Superior court judge in the Nov. 8 election, yesterday was named special master in chancery by the United States Court of Appeals in a case involving the National Labor Relations board and the Olson Rug company, 2800 N. Pulaski rd.

The company has refused to bargain with the Textile Workers Union of America, contending the union does not represent its employes. The NLRB certified the union in 1957, and on Dec. 9, 1958, the court ordered Olson to comply with the NLRB decision and bargain with the union.

Kenneth Carrick, clerk of the court, said that Cohen will take testimony on an NLRB petition claiming that the company should be held in civil contempt of court for failing to comply with the 1958 decree. Date of the hearings have not been set.

Mitchell Announces New Employment Service Symbol

Secretary of Labor James P. Mitchell today said a new symbol has been adopted by the Federal-State Employment Service and its 1,800 local employment offices to identify these offices as being part of the nationwide public employment service.

The symbol, which will be used on signs and stationery, bears the legend, "Service for Everyone." It shows the silhouetted figures of a man and women entering a door, which Mr. Mitchell said signified the "door of opportunity" open to job applicants and to employers seeking workers.

Offices of the employment service are located in every State, the District of Columbia, Puerto Rico, Virgin Islands, and Guam. Their work is coordinated and guided by the United States Employment Service, a unit of the Labor Department's Bureau of Employment Security.

The offices provide counseling, testing, labor-market information, and job-analysis, as well as placement assistance. They use an out-of-area clearance system to find suitable job openings that are not available locally. They also maintain a professional office network to speed placement of workers in professional occupations.

All services to workers and employers are without charge, Secretary Mitchell pointed out.

10 Insurance Firms In Plan of Arbitration

A group of 10 insurance firms Monday offered a plan designed to cut court congestion in personal injury suits through cost-free impartial arbitration.

The proposal was made by the America For Loyalty Group, 360 W. Jackson, which said it would pay arbitration fees involved in settling the suits.

R. Newell Lusby of New York City, vice president in charge of casualty claims, said the offer is the group's first in Chicago, but that the plan was introduced in New York City in December, 1952.

Parties agreeing to the proposal would have damage claims adjudicated by an arbitrator selected from the roster of the American Arbitration Assn.

An Alaskan on arriving in Texas approached a bystander and asked, "Where may I find a doctor?"

"Are you ill?" inquired the Texan.

"No," grinned the Alaskan, "I'm suffering from claustrophobia."

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Migrant Labor in the News

Report Some Improvement In Conditions

The Second Report of the President's Committee on Migratory Labor says that important advances have been made in the past four years, but that lives of most migratory workers are still characterized "by lack of adequate employment, low wages, poor housing, lack of education, lack of health and welfare services, and in some cases unsafe vehicles for transportation."

Secretary of Labor James P. Mitchell, who is chairman of the President's Committee, expressed belief that the most important accomplishment of the past four years has been "the public interest and concern that has been generated" in the problem.

"What is needed now," he said, "is persistent, follow-up action by all groups, both private and public, that have an interest in the welfare of migrants and their families."

Improvement in the condition of migratory workers noted by the report include extension of social security benefits to many migratory farm workers; stronger safety regulations; strengthening of Labor Department regulations to protect inter-state workers; adoption of migrant housing laws by a number of states and expansion of the public health services to migrants and their families.

The report recommended the following:

- Federal review of all foreign worker import programs to make certain that the importation of foreign workers does not have an adverse effect on the employment opportunities, wages and working conditions of U.S. farm workers.
- Elimination of residence requirements as a condition for the receipt of federal funds for state health, education and welfare programs.
- Passage of federal crew leader registration legislation to protect migrants from the unscrupulous practices of some crew leaders and labor contractors.
- Extension of state workmen's compensation laws to agriculture.
- Extension of state child labor legislation to agriculture.
- Adoption and enforcement of housing regulations that apply to seasonal labor in those States that do not already have such regulations.
- State reimbursement to local school boards for the education of migrant children.
- Extension of state and local child welfare services, including day care facilities, to migrant children.
- Elimination by the states of residence requirements in all state health, education, rehabilitation and welfare programs.

Urge U.S. Funds To Educate Youth, Adults

Senator Harrison A. Williams Jr. (D.-N. J.) presented before the Migratory Labor Conference of the National Council of Churches legislation in the field he intended to introduce in Congress.

The conference is making long-range plans for the migrant ministry program of the churches, which is now operating in 34 states under a national staff. Twenty Protestant denominations are aiding migrant workers as a part of their home missions programs.

Senator Williams has been conducting hearings in migratory labor states, including New York and New Jersey, as chairman of the Senate Subcommittee on Migratory Labor, a unit of the Labor and Public Welfare Committee.

His legislation includes a proposal to provide federal funds to help defray costs for local and state governments to educate adult and child migrants.

The legislation would also have a requirement that migrant crew leaders be registered. The Senator said the purpose was "to establish some control over those relatively few labor contractors who cheat both worker and farmer after making work arrangements."

He proposed a provision for a minimum wage with graduated yearly increases, at the same time preserving the piecerate system. Regional adjustments would also be considered, he said.

Another proposal is the establishment of federal low-cost housing loans to encourage official agencies and non-profit groups to offer satisfactory housing for farm workers. Senator Williams said that the proposed loans would also be available to make possible home ownership for year-around farm workers.

He suggested the setting up of strict provisions to prevent loss of educational time to children working in the fields. Experts had told him that an age-16 limit on child labor was too high, he reported.

"We have been told that a lower age may not be harmful depending on the kind of work involved," he said. "In fact, the 16-year age may deprive families of precious income. We may offer a bill with a lower age level, but with strict provisions to prevent loss of educational time."

The Senator stated that he might also seek revisions of child welfare laws "to provide a more practical distribution of federal money for services to migrant children."

Thin Bread Less Fattening Than Thick, FTC Agrees

WASHINGTON — A thin-sliced piece of bread contains fewer calories than a regular slice of the same bread.

So ruled a Federal Trade Commission examiner in quashing a false advertising charge against Bakers Franchise Corp. of New York in connection with weight-control claims for its Lite Diet bread.

The unchallenged evidence, said F.T.C. Examiner John B. Poindexter, shows that Lite Diet and regular bread contain "about the same number of calories per loaf" but Lite Diet has 18 fewer calories per slice because it is sliced thinner.

He said the average consumer doesn't weigh bread to determine caloric content, but just eats it a slice at a time. And a slice with fewer calories than normal is in the consumer's lexicon, "low calorie."

Mr. Poindexter dismissed — subject to review of the five-man commission—the F.T.C.'s 1959 complaint against the company.

Bakers Franchise licenses bakers to make and market bread under the Lite Diet label and provides promotional material. The F.T.C. said the company started with about 16 franchised bakers in the fall of 1953 and had 110 as of April, 1959. During this period, the F.T.C. said, the company spent more than $2,500,000 advertising the product.

Special notice to members who Hate Their Union

Montgomery Ward's store in Porterville was operating under a union contract. Then the talk started. Just an occasional remark at first: "Why should we have to pay union dues?" . . . "What good is the union doing us? . . . "We can get along without any union . . ."

The occasional remark grew into long conversations and the conversations into agitation. Finally a petition was filed with the National Labor Relations Board for a decertification election at the store.

Department Store Clerks Local 70, its Secretary Les O'Neal, and other union spokemen fought the move. They told Ward employes that the union was their only protection on the job, that the workers could lose any and all of their benefits if the union was thrown out.

O'Neal and others demonstrated how the union protects members, advances their interests and how members get much more than full value for their dues dollars.

Some of the Ward employes at the Porterville store were convinced. But not enough. The union lost 24-20.

The very next morning, management held a meeting of employes and announced that beginning immediately no one would receive time and one half pay for those hours over 40 in any one week.

This had been a provision of the union contract.

BOY, 2, FALLS ON COMB POINT, DIES

A boy, 2, died after he fell on the pointed end of a plastic comb and it pierced his heart.

He was Charles Chapin Jr., of 5702 S. Racine, whose father, a television repairman, said the child came to him crying as he was preparing breakfast in the family kitchen.

The father found the comb protruding from the boy's chest. He hailed a passing police car and Policeman Daniel Clifford drove father and son to Evangelical Hospital. The boy was dead on arrival.

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These notes are issued in any denomination desired.

The funds will be used in our present expansion program involving the remodeling of the present hospital and construction of an addition at Oak Park and Windsor Avenues, Berwyn, Illinois. Upon completion of the entire program, the appraised value of all properties will be $10,000,000. At the present time, there is a first mortgage of $436,930.46 held by the Connecticut Mutual Life Insurance Company.

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How To Make Man Master Over Machines Is Top Problem of '60s

A furniture manufacturer recently gave feature and editorial writers in the daily press something to josh about. He trained three chimpanzees to do some routine assembly line tasks. This attempt to replace man with monkeys flopped after a 90-minute trial. The chimps were sent home with their trainer.

The search for cheap labor is symbolic of the times. Some humor might be found in the situation if it weren't for a serious national problem—automation, the process of replacing man with machines.

Manpower experts say more jobs are needed to keep up with our booming population. Economists are gravely concerned with the fact that unemployment is continuing at a high rate, too high for a healthy economy.

Automation has been defined as machines tending other machines with a minimum of human supervision. Today's automation problems have been blamed on the lack of planning 10 and 20 years ago. If we're so far behind in learning what to do with a man displaced with a machine in 1960, then what is the prospect for 1980?

The outlook of many unions is bleak. Advances in technology have thinned the ranks of the Mine Workers, Auto Workers, Steelworkers, Packinghouse Workers, Oil Chemical and Atomic Workers and others. Best summary of labor's dim view of automation was that of the Chemical Workers Union News. Under the headline "A Right Peaceful Thought" the Union News said:

"At the rate automation is going, we predict that when the world is finally invaded from outer space, there'll be no problem at all.

"The mechanical monsters who get out of the space ships will look around and see a world full of cousins. There won't be any war, just an old-fashioned family reunion and our computers and their robots will swing down a couple of quart cans of oil and get quietly drunk to celebrate."

Gloomy, in human outlook? Perhaps, but unions which are being sliced in size by automa- have little cause to hope that further mechanization will bring a life of ease. Their big worry is how to find jobs for their members, how to get able men off the street, out of the jobless-pay line, off relief rolls and back to work.

A brighter view is held in some labor circles. This position is seen in this slogan: "Automation can be a blessing or a curse. Let's work to make it a blessing."

What's the answer? The jobless miner reading about a push-button coal mine in Southern Illinois doesn't know. The seaman who hears rumors of "ghost" ships carrying freight over the ocean can't say.

Retraining workers to new skills and techniques is one way to save jobs. At a conference on automation called by New York Governor Nelson Rockefeller, a leading authority on manpower urged New York State to improve some of the labor market services it now provides.

Dr. Eli Ginzberg, director of the Human Resources project at Columbia University, suggested broader unemployment benefits, with workers receiving these benefits while in retraining programs. Dr. Ginsberg called on the state to create incentives that would encourage industry to expand efforts to retrain workers and state programs where employers can't or won't assume the responsibility.

Fresh awakening to the national scope of the battle of man versus machine has been keyed to the coming change in the White House by a management consultant. John Diebold, a recognized expert on computers and related electronic equipment, predicts the new Administration will undertake the first complete study of American automation.

This study would include automation's impact on humans, according to Diebold. He said any group selected to do the research should include sociologists, economists, industrial relations experts and representatives of business, labor and government.

Meanwhile, Diebold suggested these programs when automation causes unemployment:

- Federal stimuation of new business through financial and credit policy.
- State and local government provision for worker training and retraining facilities for distressed area redevelopment.
- Business initiation of programs to assist employes in adapting to changed situations.
- Labor-sponsored retraining programs and intelligent collective bargaining.

Diebold said almost nothing has been written about the new jobs created by computers and automatic devices. He claimed these jobs will run into the thousands. At the same time Diebold said he wasn't attempting to minimize some unemployment hardships to be caused by automation. He said:

"Our society is not going to tolerate a lot of unemployment. I think that the recent election is an indication of this."

If the study proposed by Diebold is undertaken, the human factor must take priority. Robots can be replaced but human resources wasted are lost forever.

You'll never get rid of a bad temper by losing it.

Kennedy To Keep Pledge To Help Depressed Areas

A United States Chamber of Commerce economist in Washington forecasts higher unemployment, lower income and a budget deficit for the next two years, while the Labor Department puts Waterbury, Conn. on its list of major industrial areas suffering "substantial" labor surpluses.

Shining through the gloom of the job outlook is payment of a campaign promise by President-Elect John F. Kennedy. He promised voters in West Virginia that 60 days after election he would send Congress a program to assist West Virginia to move forward.

First step in fulfilling this promise was Kennedy's appointment of a committee charged with studying the problems of depressed areas and drafting a plan to help them get back on their economic feet. Kennedy named Senator Paul H. Douglas of Illinois to head the committee. The group will work toward these major objectives:

- Spur economic growth in areas of chronic unemployment.
- Encourage new job opportunity there.
- Remove the handicaps to full development of the nation's industrial potential.
- Stimulate investment in new industry.

The study will concentrate on seven hard-hit regions, with special emphasis on West Virginia.

Douglas, who is chairman of the Joint House-Senate Economic Committee, was the author of the depressed area bill in the last session of the Congress. He will be assisted in his work by the two Democratic Senators from West Virginia, Jennings Randolph and Robert Byrd.

Douglas said he believes that rebuilding the economies of such areas requires "full cooperation of Federal and state governments, private industry and labor," adding:

"I hope we may develop sound methods for achieving cooperation. Whatever we work out for West Virginia will serve as a model for other areas."

Douglas said he believes that the new committee will "generate steam" for the passage of the $389 million area redevelopment bill which he has pushed for two years and which twice was vetoed by President Eisenhower.

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Keep Indoor Air Moist In Winter Heating System

This is the time of year when our windows are closed both at home and at work. This limits our supply of fresh air.

If room temperatures are too high, the membranes of our nose and throat dry out and crack. We are more susceptible to colds. Because of lack of moisture in the air our breathing passages are not as comfortable and we notice a chilly atmosphere more readily.

If the temperature of our homes is much over 70 degrees, it is believed that a person's resistance to disease is reduced and we are more easily fatigued. Our hearts have to work faster. When we turn on the heat we should in some way add moisture to the air. This can be done with different kinds of humidifiers in the furnace or in the rooms. One should select carefully in buying a humidifier. Dry and wet bulb thermometers are useful in maintaining good air.

When complete saturation of the air with moisture is obtained, we speak of it as complete or as 100 per cent relative humidity. If the same air is only half saturated, its relative humidity is 50 per cent and so on for other degrees of humidity. At a room temperature of 70 the relative humidity of air may vary from 30 to 48 per cent in the winter.

Three things are necessary to air comfort in our working or living quarters:

1. Air temperature that is not too high.
2. Relative humidity sufficient to provide moisture.
3. Air in motion to help evaporation.

A comfortable temperature in workrooms depends on the kind of work being done. Work at desks or benches is much like the situation at home. Active, heavy work is best performed in a temperature around 60 to 55 degrees. Clothing too should be adapted to the kind of work and temperature. Many factors enter into the best working and living atmosphere.

Where harmful dusts or fumes are present in work places, proper exhaust ventilation is necessary. Where the dust or fumes are concentrated at a fixed point, removal of the air is best handled by exhaust hoods over the work. Fresh air must of course be introduced at some suitable point.

When the source of fumes is widespread, general fresh air ventilation may be sufficient to dilute the fumes so they are harmless. The volume of air moved should be equal to the toxic fumes produced. Fresh air which is introduced must equal the out going toxic air. Heating in winter has to be sufficient to balance the warm air drawn off.

When too many are crowded into a room and the temperature is high, we need ventilation to remove the excess heat and body odors. Ventilation may therefore be defined as the air supplied to enclosed spaces to remove the heat and body odors of the occupants.

Ventilation for work places is often neglected. Don't hesitate to raise the issue of inspection by local or state health authorities. Modern structures are pretty well provided for, but old buildings are often inadequately ventilated. Sufficient fresh air is a necessity for health.

Research shows that tall men are just as short at the end of the month as anybody else.

Will Job Drag Pull The 'Trigger'?

Unemployment in Illinois is just 11,000 below the amount that will "trigger" the benefit period from the present 26 weeks to 39 weeks.

Under the law, the increase in the time of benefit payments is effective when the rate of unemployment reaches 4.375 per cent of the total number of workers covered.

The Illinois Division of Employment Security reports that 2,641,192 workers are counted as in "covered employment." Taking 4.375 per cent of this figure gives us 115,553; when the number of covered jobless in Illinois hits that number, we'll definitely be in a recession.

This means average number of jobless must be 115,553 for two months before the unemployed can get the extension in their benefits.

Right now, the experts who keep the state's facts and figures report there are 104,033 out of work for at least two months. That's 3.9 per cent of the total number of covered workers.

Last year at this time, there were 82,438 unemployed — including those in "secondary unemployment" because of the steel strike.

Illinois is faring better than most other industrial states, according to the people keeping vital job statistics.

Reasons: greater variety of industry in Illinois and the possibility that many jobless workers left the state during the 1958 recession.

Meanwhile, Chicago is rated by the U.S. Department of Labor as an area with "moderate labor surplus." Other Illinois industrial communities in this classification include Peoria, Rockford and Rock Island-Moline.

People Under 50 Now Get Disability Benefit Checks

On Dec. 3, the first disability insurance benefit checks for people under age 50 were delivered advised Thomas E. Denton, district manager of the Near Southwest social security office.

Up to now, only people 50 years of age or over and their dependents could qualif under the disability provisions of the law.

Under amendments to the social security law enacted in September, severely disabled workers under 65, with credit for five years of work under social security in the 10-year period before they became disabled can qualify for these disability benefits.

Benefits may also be payable to his dependents, just as if he were receiving social security retirement benefits.

Tobacco Company Ordered to Comply With Wage-Hour Law

Chicago — Judge Michael L. Igoe in the U.S. District Court here issued an order permanently enjoining the Star Tobacco Co., 1209 E. 55th St., Chicago, from violating the Fair Labor Standards Act — the Federal Wage-Hour Law.

The injunction was issued as a result of an investigation made by the U.S. Labor Department's Wage-Hour Division. Earl F. Halverson, Regional Director of the Division, said the investigation disclosed violations of the overtime and record-keeping provisions of the Wage-Hour Law.

This Law provides that employees engaged in interstate commerce must be paid one and one-half times their regular hourly rates for overtime worked in excess of 40 hours in a work week.

The Court also ordered the Company to maintain accurate and complete payroll records.

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Hospitals Must Treat Their Own 'Ills'

In 1961 one out of every eight Chicagoans will pack his bags for a stay in the hospital.

Once cured of his ailment, the patient will probably spend his convalescence recalling flaws in the hospital: the coffee is cold . . . there's noise in the corridor . . . his nurse doesn't care about him.

But the patient's problems will seem — and are — trivial compared to the total hospital problem facing Chicago.

Nurses Complaints

In 1961 the Chicago area's 6,264 hospital nurses will continue to rub their aching feet and to mutter darkly: Why is our pay so low? . . . Why aren't our shifts better? . . . Why don't we have less paper work and more time with the patients?

In 1961 the Chicago area's more than 8,000 doctors will continue to wait impatiently for the results of tests, for ambulances to pick up their patients, for their prescriptions to be filled . . .

In 1961, administrators in the Chicago area's 147 hospitals will slap their temples and exclaim: Why can't our board raise more money? Why do we have such a terrible turnover? . . . Where can we get more equipment, nurses, janitors, cooks, technicians?

And in 1961, the directors of the many hospital-concerned agencies in the Chicago area will shake their heads and sigh: This hospital business is the gripingest business in the world.

Best in World

Yet Chicago has the best hospitals in the world—plus the most modern facilities, the most medical schools, the most modern research equipment, and the highest concentration of skilled and specialized medical men and women.

Why are its problems so legion?

Let's consider these problems, their cause, their effects, who copes with them, and the suggested solutions.

The Nursing Shortage. In Chicago there are 275 nurses per 100,000 population. There should be almost 350. The outspoken and active Illinois Nurses association blames the shortage on four factors:

1. Minimum nurses' salary is $368 monthly, as opposed to a minimum teachers' salary of $500, for comparable education. The minimum salary should be $400, they say.

2. There are 6,676 nurses in the Chicago area who are registered but not working. Since most are married, they could easily be re-drafted onto the hospital force if hours were rearranged and shifts rotated.

3. The general duty nurse would like to spend more time with her patients, less time on paper work. Studies must be made to decide who can take over such non-nursing duties.

4. Nurses are taught to exercise judgement and take responsibility. Yet they find that little weight is given to their opinions once they are on a hospital staff. This situation does not increase job satisfaction.

Top Problem

The nursing shortage is a top priority problem in Cook County hospital, says Warden Ed Hertwig, but he adds:

"The salvation of hospitals today are practical nurses. They take a one year course, and can remove a great load from an R N.'s back. It's routine in many hospitals now to have only practical nurses in attendance at night."

But to Administrator John Hatfield of Passavant hospital, the nursing shortage is hardly the problem.

Passavant, sometimes called a "society" hospital, has 290 beds, 143 registered nurses, 123 practical nurses, and 120 student nurses. So on to another problem:

Obsolescence. The Southwest Texas Methodist hospital in San Antonio — far more advanced than any in Chicago—will have helicopter ambulances, electronic radar cookers, rapid transit conveyor systems, television in every room, two way nurse-patient visual communications systems, and remote control fluoroscopes through which patients can view their own inner workings on TV.

By 1961, the hospital will be ready for occupancy.

By 1970, it will be obsolete.

Obsolescence — and the accompanying problem of inefficiency—is the biggest crisis in Chicago hospitals, according to Dr. Charles Letourneau, editor of Hospital Management magazine, former professor in hospital administration, and nationally known hospital planning consultant.

"Hospital planners in Chicago—and everywhere—are hopelessly conservative," says Letourneau.

"Our hospitals are perfect examples of bad planning, and as a result, outrageous operating costs," he says. "For instance, equipment is badly located, kitchens are inefficiently organized, and nurses sometimes walk 12 miles a day.

"Devices such as the ones in San Antonio cost a lot initially but pay off in the long run," says Letourneau. "The nursing shortage could be solved with TV in every room. And we need to install intensive care units for the very sick." (Grant Hospital has Chicago's only intensive care setup.)

Go Underground

Letourneau explains that the hospital of the future should be underground for nuclear protection, should have monorail beds to bring the patient to the treatment instead of vice versa, should have a centrally located nurses' station, and microwove ovens to reconstitute frozen foods in a matter of seconds.

But where will this hospital be? Which leads to the problem of:

Distribution. Chicago's 147 hospitals with their 50,000 beds are located in clusters, reports the Hospital Planning Council for Metropolitan Chicago, which has made it its business to study "coordination of hospital services."

Moreover, the planned hospitals only add to existing clusters.

The planning council, headed by Dr. Karl Klicka, is faced with the indisputable fact of expanding population, plus an apparent trend toward more and more persons going into hospitals.

"On one side—pushing more people into hospitals—are population growth, wider spread education, prepaid hospital care, higher standards of living, and more old people being kept alive but not in good health," said Rosson Cardwell, Council research director.

"On the other side are faster ambulation, better drugs, more effective medical techniques," says Cardwell. "They don't seem to balance each other."

The council has reported that Chicago needs an additional 700 beds on the South Side, but it is not sure exactly what type of bed, i.e., chronic, acute, maternity, pediatric, etc.

Thus we arrive at the final major problem:

Costs. This problem can be dramatized by a single and simple fact: a hospital costs $20,000 to $25,000 per bed to build—or 5 million dollars for a 200 bed hospital.

Still the list of problems continues. The Chicago area, some claim, has far too few facilities for Negro doctors, despite a Negro population of more than 896,000. (Cook County hospital employs 12 Negro doctors out of a total house staff of 355, though 80 percent of its patients are Negro.)

Labor Problems

Chicago also, like other cities, has been the scene of bitter labor-management relations. (Witness the Mt. Sinai and Home for Incurables strike of August, 1959, in which the non-professional union struck for wages and recognition, and lost.)

Still more headaches: coordination with State agencies, physician-hospital relationships, voluntary controls.

And so it goes in the city's griping-est business.

Only with public cooperation and understanding can progress be made, says Howard Cook of the American Hospital association.

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Three important United States Supreme Court decisions which have a vital affect on collective bargaining agreements have been recently made by the Court. The three cases are the United Steelworkers of America v. Warrior and Gulf Navigation Company, 363 U. S. 574, United Steelworkers of America v. Enterprise Wheel and Car Corporation, 363 U. S. 593, and United Steelworkers of America v. American Manufacturing Company, 363 U. S. 564.

Basically, the general problem in these cases was management's refusal to submit the particular grievances to arbitration in accordance with the provisions the contract agreement.

Management's refusal was based on their contention that the particular problem was strictly a function of management. The union's contention was that the problem raised a question of interpretation of the contract and therefore was a subject for arbitration in accordance with the provisions of the contract.

The Court in all three of these cases held in favor of the labor union. In compelling the company to submit disputes to arbitration pursuant to the grievance procedure of the contract the Court set forth some very choice legal concepts and precepts which should be kept in mind when collective bargaining agreements are negotiated.

Mr. Justice Douglas spoke for the Court, and emphasized the following: ". . . the refusal of Courts to review the merits of an arbitration award was a proper approach and accorded with the federal policy of settling labor disputes by arbitration.

"It is the arbitrator's construction which was bargained for; and so far as the arbitrator's decisions concerns construction of the contract, the Courts have no business overruling him because their interpretation of the contract is different from his."

The following statement by Mr. Justice Douglas gives a very good resume of the reasoning behind these decisions:

"The labor arbitrator performs functions which are not normal to the courts; the considerations which help him fashion judgments may indeed be foreign to the competence of courts. The labor arbitrator's source of law is not confined to the express provisions of the contract, as the industrial common law—the practices of the industry and the shop — is equally a part of the collective bargaining agreement although not expressed in it. The labor arbitrator is usually chosen because of the parties' confidence in his knowledge of the common law of the shop and their trust in his personal judgment to bring to bear considerations which are not expressed in the contract as criteria for judgment. The parties expect that his judgment of a particular grievance will reflect not only what the contract says but insofar as the collective bargaining agreement permits, such factors as the effect upon productivity of a particular result, its consequence to the morale of the shop, his judgment whether tensions will be heightened, or diminished. For the parties' objective in using the arbitration process is primarily to further their common goal of uninterrupted production under the agreement, to make the agreement serve their specialized needs. The ablest judge cannot be expected to bring the same experience and competence to bear upon the determination of a grievance because he cannot be similarly informed."

With these decisions in mind, is should be self-evident that arbitration as the final step in grievance procedure should be a must in collective bargaining agreements.

For Consumers

"Consumers Want to Know," a 30-minute, 16 mm film about Consumers Union and "Consumer Reports," has been completed, and prints are now available (from Consumers Union Film Library, 267 W. 25th St., New York 1, N. Y.) for rental or purchase by schools, women's clubs, church groups, trade unions, co-operatives, credit unions, service clubs, and any other groups or individuals. Prints also are available, as a public service without charge, for television presentation.

Announcement of the new film came from Consumers Union, the non-profit, non-commerical organization — largest of its kind in the world — which publishes the monthly magazine, "Consumer Reports."

Every restaurant propietor is familiar with the patrons who sometimes ask that their left-over beef steak be put in a bag to take home to their dog.

But when this happened recently, the small boy of the family spoke up in a shrill voice, "Oh boy, are we going to get a dog?"

Letter to A.W.I.U. Members

Dear Member:

Enclosed with this letter and check are the audit reports for fiscal 1959-1960 and October, 1960 to final dissolution of the Union. The elected Audit Committee and Attorney John F. Cusack have approved the audit reports in accordance with the rules adopted by the membership at the meeting held September 14, 1960.

Upon payment of all financial obligations of the Union, receipts from sale of Union assets, liquidation of Union-held securities and the carrying out of adopted resolutions, the monies held available for distribution among eligible Union members amounted to $38,397.90.

We also wish to mention at this time that the $48,000.00 held in government bonds netted $46,530.00. This was $1,470.00 less than the Union anticipated. There were 583 eligible members with an accumulated total of 7,529 years of membership. Accordingly each year of Union membership (share) was worth $5.10. Your share was determined by multiplying $5.10 times the number of years of your Union membership from the inception of the Union in 1937 to December, 1959 inclusive. No member received credit for 1960.

This concludes the final report to the membership, and in behalf of the Executive Board, may I express a sincere wish for the very best things in life to each and every member. It is my belief that we had a great Union made possible by a dedicated and loyal membership. With the enclosed check we bring to an end a Union administered and conducted for and in behalf of its membership . . . right to the final hour.

Good luck, God bless you, and may we extend our good wishes for a Merry Christmas and a Healthy and Prosperous New Year.

Fraternally,
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Electing Union Officers

An important section of the Labor-Management Reporting and Disclosure Act of 1959 deals with the election of union officers.

Most of the Act's provisions are administered by the U.S. Labor Department's Bureau of Labor-Management Reports. The following questions and answers on Title IV of the Act, dealing with election provisions, are based on the wide range of questions which the Bureau has received from union officers and members throughout the country.

WHO MUST BE ELECTED?

Q—What union offices must be filled by election?

A—The Act states flatly that all officers must be elected. This means that not only are major union offices (the president, vice-president, secretary, and treasurer) to be filled by election, but all other offices in which persons exercise executive functions. Members of the executive boards or similar governing bodies must also be elected.

Q—Must shop stewards be elected by secret ballot?

A—No, not unless the constitution and by-laws of the organization require that they be elected by a secret ballot, or they do in fact exercise executive functions within the local, or they are designated as officers by the constitution and by-laws.

Q—Must the chief shop steward or the sergeant-at-arms be elected by secret ballot?

A—If they are constitutional officers or members of the executive committee by virtue of holding their offices, or if they exercise executive functions, they must be elected by secret ballot.

Q—May the executive committee appoint delegates to the international convention when one of the delegates is to vote at the election of international officers?

A—No. They must be elected by secret ballot among the members in good standing.

Q—May the officers of a local be authorized to represent the local at conventions of the parent body if they have been elected to office, or must the delegates be elected specifically for each convention?

A—The duties of an officer may include representing the local as a delegate to conventions of the parent body. His election as an officer, if held in accordance with the provisions of the Act, fulfills the requirement that delegates to conventions be elected by secret ballot. No separate election is required for him to serve as such a delegate.

Q—May an officer, elected by secret ballot, represent his local in the election of international officers even if he was elected before the date that Title IV of the Act applied to his union?

A—Yes, as long as the local's constitution and by-laws confer such duties on him, and provided his election as an officer was held in accordance with the provisions of the Act.

Q—May the delegates to a legislative conference be appointed?

A—The Act contains no requirements concerning the method of selection of such delegates.

Q—In elections which are to be held by secret ballot, must the ballot be secret even if there is only one candidate for office?

A—Yes. A secret ballot is required under the Act to be held in such elections even if the election is uncontested.

FREQUENCY OF ELECTIONS AND EFFECTIVE DATES

Q—How often must officers be elected?

A—Officers must be elected:
In local unions at least every 3 years
In intermediate bodies—at least every 4 years
In national and international unions — at least every 5 years.

Q—May a local union elect its officers every year?

A—Yes. The Act specifies the longest time intervals permitted between elections. They may be held more often if this is provided for in the organization's constitution and by-laws.

Q—When did Title IV become effective for labor organizations?

A—Between December 14, 1959 and September 14, 1960, depending on how a particular labor organization's constitution and by-laws could be amended. The earlier date, December 14, 1959, was the effective date for all labor organizations whose constitution and by-laws could be amended by action of their constitutional officers or by vote of the membership or other governing body. For labor organizations in which modification of their constitution and by-laws could be made only by a constitutional convention, Title IV became effective after the constitutional convention, or by September 14, 1960, whichever was sooner. If no convention was held before September 14, 1960, the executive board, or similar governing body, was empowered by the Act to make interim changes needed in the organization's constitution and by-lays to bring them into conformity with the election provisions. Such temporary amendments are effective until the convention meets to make such changes permanent. Thus, all union elections required under the Act, which are held after September 14, 1960, must conform with the requirements of the Act.

Q—If the officers of a local union were elected to terms of 5 years in an election held on June 1, 1957, do the provisions of the law allow these officers to serve their full term, since the Act requires elections at least every 3 years for local union officers? (Note: The constitution and by-laws of this local may be amended by vote of the membership.)

A—The officers may serve their full term in this case. The Act provides that elections be held within three years after the date of the last election, or within three years after the date the election provisions of the Act become effective for this union, whichever is later. Three years from the last election would be June 1, 1960. Three years from the effective date of the Act with respect to election provisions would be December 14, 1962 (as the effective date of the Act in this case was December 14, 1959, since the members can change the constitution and by-laws). Thus, the later date governs. Since the term of the officers in question would end June 1, 1962, they could serve their full term. Officers elected in this local union in 1962 are to serve terms of 3 years or less from the date of their 1962 election.

There Are 182 Million Of Us Today

Washington — The U. S. population should reach 182,000,000 about 5 a.m. Thursday, the Census Bureau said Wednesday.

It based the estimate on results of this year's population count and birth, death and migration rates.

The nation's population stood at a record 179,323,175 on April 1.

Influencing the population total are births, one every 7½ seconds, deaths, one every 20 seconds, the arrival of an immigrant every 1½ minutes, and the departure of a emigrant every 23 minutes.

These figures are averages and should not be taken as literal round-the-clock representations. Their net result is that the U.S. population grows by an average of one person every 10½ seconds.

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Moonlighters—

(From Page Two)

one for legislative action as some have advocated. If it is a moral question then it is a union responsibility because morality more than anything else gave birth to the union movement. Unions over the years have fought the good fight against injustice in behalf of their members very effectively and it appears that if the moonlighting problem is carefully studied and placed in proper prospective; and if union leaders as well as their members are convinced that this is a real national problem rather than no problem at all or merely a local problem then the solution should be and can be resolved where it probably belongs — at the bargaining table.

Today Unions and their leaders are concerned with the problems attendant to automation and these problems will increase as time goes on. It is an undisputed fact that automation, although necessary and desirable in the interests of our country, does cause unemployment. One of the possible solutions that have been advanced by many in the labor movement is a reduced work week to spread the work available amongst as many people as possible.

Obviously reducing the work week for such purposes, in an industry or in the country, falls flat so long as moonlighting is not given equal and conjunctive attention; at least where we have suggested—at the bargaining table.

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LABOR GOALS

Illinois 1960

Governor Elect Otto Kerner has a distinguished record in all previous public offices he has held and he is expected to continue this record as the new Governor of Illinois. Mr. Kerner's past record in public offices also indicates that he will be Governor of all of the people and will be objective in the problems of labor as well as business. We do not purport to know all of the problems of corporate business in the State but labor has definite views regarding certain problems that cry for new or remedial legislation. The number one item for the new administration is the enactment of a law to establish an Illinois Labor Relations Board to afford the many thousands of Illinois workers such rights to collective bargaining representation as are denied to them under federal statute.

Labor is also expected to oppose any increase in the State sales tax which at present levels hits hardest on wage earners and it is expected that Governor Elect Kerner also shares this view. Due to the makeup of the Illinois legislation an attempt may be made at enactment of a so-called "Right To Work Law" but this also is expected to meet defeat as far as the new Governor is concerned.

From all indication the citizens of the State can expect Governor Kerner to push hard for improvements in Workmen's Compensation Laws, better enforcements of safety and health regulations in factories, and a basic minimum wage law geared to the realities of present day economics.

The National Independent Labor Journal also believes that the new Governor should lead the way in boldly proclaiming his opposition to discrimination in employment because of age. Something must be done about this question and the solution perhaps is not easy but the fact remains that men who are too old to work and too young too die have a vexing problem that apparently cannot be solved except by legislation. For many years both Labor and Government spokesmen have appealed to business groups to halt this cruel practice but to no avail. This is one area where perhaps the citizen, as an individual, is helpless and therefore the offices of government must step in to help where the individual citizen cannot help himself.

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Once you join and receive the FREE starter setting, you may then acquire as many additional settings as you want by adding $25.00 or more to your Investors account and paying $2.35 for each setting. Investors Savings will keep stainless place settings available until August 1, 1961, enabling you to complete your service without squeezing the budget in any one month.

Limit of one free place setting to a family or household, and we reserve the right to limit membership.

After you have a complete service for your home, you may start additional sets for gifts to relatives and friends. This beautiful stainless makes a truly exquisite gift for Christmas . . . or a wedding in the months ahead.

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39% of Firms Here Plenned Yule Bonuses

Christmas bonuses was given by 548 Chicago area companies out of 1,396 surveyed—39 per cent — the Chicago Association of Commerce and Industry said.

DeVer Sholes, the association's director of reseach and statistics, who made the survey, estimated that the 548 companies employ nearly 50,000 workers.

Sholes also said the survey showed that most Chicagoans get two long weekends over Christmas and New Year's.

Of the 1,396 concerns—employing 412,000 — 85 per cent observed Monday, Dec. 26, as a holiday, the sampling revealed. (Christmas fell on Sunday.)

Seventy-nine per cent celebrated Monday, Jan. 2, as a New Year's holiday.

The sampling also showed: Twenty-seven per cent of the firms employing office workers granted Friday, Dec. 23, as a half-holiday. Five per cent were given the full day off; 18 per cent closed early.

Twenty-four per cent of the plants with production workers gave their workers a half-holiday Friday, Dec. 23. Seven per cent had the day off; 12 per cent left early.

Collective Bargaining Activities in 1961

The major collective bargaining activity of 1961 will be in the automobile industry, where contracts are due to expire in August and September, the U.S. Department of Labor's Bureau of Labor Statistics reports in the December issue of the **Monthly Labor Review.**

Important negotiations are also coming up in trucking (January), rubber (April through June), meatpacking (August), Machinery (September), and possibly coal (subject to reopening on 60 day's notice).

Altogether, almost 120 agreements covering 5,000 or more workers each and affecting a total of nearly 2 million workers expire in 1961. More than 60 additional agreements covering 1.7 million workers permit reopening on general wage changes. A listing of major agreements, showing scheduled 1961 actions, is presented in the **Monthly Labor Review.**

In a companion article appearing in the December **Review,** the Bureau of Labor Statistics reports that under major contracts (covering 1,000 or more workers each) that will remain in effect during 1961, at least 2.9 million workers will receive deferred wage increases as a result of bargaining concluded in 1960 or earlier years. Most frequently, these increases will average 8 but less than 9 cents an hour.

Biggest Story—

(From Page One)

ted Nations General Assembly and the Congo.

5. Cuba.
6. Japan cancels Ike's visit.
7. Caryl Chessman executed.
8. Negro sitins.
9. Hurricane Donna.
10. Pirates win World Series.

Tied for 11th was Princess Margaret's wedding and the Chilean earthquake.

Firing of a Polaris missile from a submerged submarine by the United States, 13th; Russian-Chinese disagreement on co-existence policy, 14th, and the capture and holding for trial by Israel of Nazi executioner Adolf Eichmann, 15th.

SENATOR KENNEDY MARGIN UP TO 112,881 VOTES

Minor changes in the official Presidential vote, as reported by several states since yesterday, today gave President-elect John F. Kennedy a national plurality of 112,881 over Vice President Nixon.

The new totals are:

Kennedy	34,221,463
Nixon	34,108,582
Others	502,773
Total	68,832,818

5 Girls Kiss All— Get Away With It

ACCRINGTON, England, Dec. 22—Five girls who sold kisses to cotton factory fellows were reinstated in their jobs tonight.

The five were suspended this week for embracing the entire shop. They charged 1 shilling (14 cents) a kiss and said the proceeds would go to an orphanage to buy Christmas gifts.

The management contended that kissing and full production were incompatible, and laid them off. The 150 male operatives instandy went on strike.

"We're delighted to have won our point," said a striker. "True the girls were chasing us all over the factory floor, but Christmas comes but once a year."

Cabinet Chosen, Here's Who's Who In Administration

WASHINGTON — This is President Elect John F. Kennedy's cabinet, now completed.

Secretary of State — Dean Rusk, 51, president of the Rockefeller foundation and one time assistant secretary of state in the Truman administration.

Secretary of Defense — Robert S. McNamara, 44, president of the Ford Motor company.

Secretary of the Treasury — Douglas Dillon, 51, undersecretary of state and former ambassador to France in the Eisenhower administration.

Attorney General — Robert F. Kennedy, 35, the President Elect's brother and former counsel of the Senate of the State rackets investigating committee.

Secretary of Labor — Arthur J. Goldberg, 52, general counsel of the United Steel Workers union and special counsel of the AFL-CIO.

Secretary of Agriculture — Gov. Orville Freeman, 42, of Minnesota.

Secretary of Commerce — Gov. Luther H. Hodges, 62, of North Carolina.

Secretary of Health, Education and Welfare — Gov. Abraham Ribicoff, 60, of Connecticut.

Secretary of the Interior — Rep. Stewardt L. Udall, 40, of Arizona.

Postmaster General — J. Edward Day, 46, a vice president of the Prudential Insurance Co. of America.

Dillon and McNamara are Republicans, the other eight are Democrats.

A customer owed a bill for several months, and paid no attention to statements. The credit manager wrote that if he didn't remit at once, the account would be placed in the hands of a lawyer for collection. Back came a letter in the very next mail:

"Enclosed find check to settle account referred to in your letter. Thank you very much indeed for all past favors and your wonderful patience. Yours truly . . .

P.S. This is the kind of letter I would write you if I had the money."

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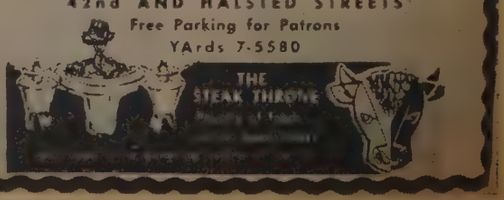

Opinion Of The People

Truth About Electors

Regularly, during the past several weeks, editorialists, reporters, newscasters or contributors to letters columns, have created confusion in the minds of their readers, listeners or viewers in attempting to explain the basis for and the workings of the electoral system or college when they write or state such drivel as: "our federal enactments provide that the electors shall be chosen by the parties prior to each election. In some states, mainly in the South, the names of the electors appear on the ballot. In many states, including Illinois, they do not."

These purveyors of misinformation should inform their audiences that: The electors and electoral college are created by our Constitution.

The Constitution in Article II, Section 1, Paragraph 2, provides "Each state shall appoint in such manner as the Legislature thereof may direct, a number of electors equal to the whole number of senators and representatives to which the state may be entitled in the Congress."

The present method of electing the electors by vote of the people is wholly unconstitutional. The secretary of state of each of the United States could and should be enjoined by proper action filed in the courts of each state, which any person may file, from certifying as an elector, any person claiming to be an elector who has not been chosen by the Legislature of the state he purports to represent.

In Illinois, Sec. of the State, Charles F. Carpentier, if he believes it is his duty to uphold and defend our Constitution, has the unquestioned right and duty to and could and should withhold certification of the 27 electors of this state who have been picked by the Democratic leaders and who are pledged to vote for Kennedy and Johnson, as not having been appointed by our Legislature as provided in our Constitution.

Similar action by or against the secretaries of state of Texas and California would quickly and effectively throw the election of our President and vice president into the House of Representatives, who constitutionally should choose these officials.

The Senate and the House could, if they had any "guts" under such quoted constitutional clause, refuse to accept or count any purported ballot cast by a usurping elector who cannot show a certficiate of appointment as an elector signed by the governor of his state and the speaker of the House and the President of the Senate of his state.

Charles V. Falkenberg.

Let Majority Rule

Roscoe Drummond's plea, to rid ourselves of the outdated Electoral College, was an article which I have been waiting for almost avidly.

The Electoral College is not understood very clearly by most, questioned very rarely, perhaps because most voters are convinced that it is a useless but harmless system and anyhow it only comes up once every four years.

My own opinion is not so generous toward this system which long ago outlived its usefullness. I am very upset about this mode of voting which contradicts our democratic way of electing, and makes a farce of the statement, "Your vote counts." Truly my vote (here in Illinois) does not count as much as that of the voter in New York or California, and the voters in Hawaii and Alaska might as well stay home, in my humble opinion.

I for one, will never again vote in a presidential election until this matter is cleared, for if this is really a government of the people then let the majority rule. This is a law by which all Americans agree to live. Abolish this decrepit method of electing the most important person in our government and let the people pick their President.

E. R. Eberhard.
Rolling Meadows

Independent Truck Union Negotiates

The Chicago Truck Drivers Chauffeurs and Helpers Union of Chicago and vicinity (Independent) opened negotiations with 2,000 trucking companies, represented by employer associations on December 8th. The present contract expires December 31, 1960. Ed Fenner, Executive Director of the Independent Union did not outline Union objectives but cautioned that goals sought "may seemingly sound inflationary but they don't correspond with, and should not be confused with the conclusions to be reached." Chicago area truck drivers presently average $2.83 per hour.

Some of the main issues in the current negotiations are the present provisions in the contract regarding premium pay for work prior to 8 a.m. and the rigid Monday through Friday work week. Employers are demanding flexibility in assigning employee hours and are seeking a change in the Monday through Friday work week.

In a letter to the Union membership, Fenner disspelled rumors regarding the Union's position in the current negotiations by stating,

"We have atways studiedly refrained from indulging in extravagant and flamboyant public statements to placate anyone—and eschewed irresponsible demagoguery. Your officers, business representatives, members of the field personnel and stewards are in constant communications with every segment of the membership. They process your grievances, keep abreast of your collective bargaining needs and channel them to our offices so that we can intelligently draw the blueprint of the labor contract you enjoy from one contract period to another. In our negotiations with your respective employers for a labor contract we do not employ the antiquated machinery of maximum or minimum demands. Our negotiations are conducted in a very fluid state and are continued until an equitable agreement is reached which we can sign and recommend its acceptance to you without any apologies to anyone.

"May we respectfully assure our members who are in the employ of common carriers that contrary to what you may have heard from without, under no circumstances will we consider any indiscriminate departure from our present contract requirement which defines the work week as Monday through Friday and requires an employer to pay time and one-half when an employee is called to work prior to 8:00 a.m."

The membership of the Chicago Truck Drivers Union is currently in excess of 10,000 members and ranks this Independent Union amongst the most militant in the nation, barring none.

An affiliate, the Production and Miscellaneous Workers Union of Chicago numbers approximately 4,700 members according to reliable sources.

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Package Yourself For The Job Hunt

By Daniel D. Howard

Daniel D. Howard is director of a management psychological consultant firm bearing his name. The author of a number of articles in the field of personnel psychology, his firm concerns itself with evaluating and developing executives for top level jobs. Howard, a Ph.D from the University of Chicago, tells how best to go about seeking a new position.

The executive ego often interferes with an objective appraisal of what needs to be done to relocate successfully or to get a new job. But the man who is realistic and has set an intelligent and practical goal for himself is ready for the next step: to package himself so attractively that he creates a demand for his services.

Marketing executives will immediately recognize the importance of an effective packaging procedure. However, even they often balk at the necessity of applying such procedures to themselves. Executives without marketing background often feel that they have proved their competence. Why should they have to "window-dress" their careers to attract prospective employers?

Behind the sales of any product, however, lies the all-important question: What does the buyer want?

The features of a product on sale are quite apparent: it can be seen, felt, smelled, heard or tasted. But executive quality is an intangible. Leadership, judgment, ambition, drive, creative and organizational ability are not features easily assessed. Nor are these qualities easy to demonstrate. Moreover, and this is quite important, an executive must appear to "fit" into the company, and be able to work well with his superiors, peers and subordinates.

Shock often greets the executive who unexpectedly discovers there are other well-qualified applicants for the job he wants.

The fact is that the man who does the hiring is often swamped with applications from apparently well-qualified executives. A man may feel that he is a naural for the job, because he has been doing that kind of work successfully for years. But to the man doing the hiring, the evidence will have to be a lot more conclusive.

The following is a sample letter from an executive applicant whose ego has interfered with his better judgment:

"I have read your recent advertisement for an executive vice president and have all the qualifications and experience you are seeking. I shall be happy to present conclusive evidence of my accomplishments together with letters of reference. May I have an appointment with you for this purpose?"

This letter is short, eloquent and to the point. But it happened to be one of about 60 responses to the same ad. Furthermore, the other replies included resumes, some of which were specific in giving personal histories, background and other highly relevant information covering accomplishments.

The hiring executive who read the letter was very busy and had limited time to devote to the screening process. Rightly or wrongly he put aside not only this letter, but several others which were hand written and not very legible.

Some letters and resumes that he read emphasized unique personal and social accomplishments. Others listed a variety of organizations, offices proudly held in these organizations, favorite recreational and athletic activities, personal names of wives and children, family genealogies and other bits of charming informaton. Our hiring executive wondered, in passing, when some of the applicants found time to work.

Some older applicants gave their ages at the head of their resumes. Since the hiring executive had some preconceived notions about older people, he discarded their resumes quickly. When, at some later date, it was pointed out to him that some of them had uniquely relevant experience, he was quite willing to reconsider.

The process of applicant selection described is not unique. It is, indeed, quite typical. The presence of an ad for an executive means that there is an existing need. Many people will be trying to satisfy this need. The applicant must be able to attract attention to himself, and interest in his qualifications before he can even begin to tell his story. Of two comparable products, the one package more attractively will usually sell.

A company official having to make a hiring decision will usually select, from among relatively equally qualified applicants, the one who has presented his qualifications most attractively —who appears to meet the company's requirements most specifically. He is usually the applicant who has diagnosed the company's needs and high-lighted those aspects of his own experience that qualify him to meet those needs. In a competitive, executive job market, effective packaging is an important part of the answer to successful job finding.

'Deferred' Pay Hikes In 1961 Are 8c Hour

Wage increases becoming effective in 1961 under contracts now in force will average just over eight cents an hour, according to a survey by the Bureau of National Affairs, Inc.

The report shows that in manufacturing industries, the average deferred increase in 1961 will be 7.3 cents an hour. Increases in non-manufacturing average 10.4 cents an hour. Excluding the construction industry (where deferred increases are unusually large and numerous), the average is 7.7 cents an hour.

Besides construction, industries with substantial numbers of increases greater than 10 cents are communications and utilities. The smallest increases are found in aircraft, apparel, leather, paper, petroleum, rubber, textiles, and services.

"After nearly 20 years of national prosperity, the families of the Southern states have average incomes only about two-thirds as high as those in the rest of the United States . . . . Southern farm families even now have average incomes only about one-half of those on farm families elsewhere in the United States." — Dr. William H. Nichols, Vanderbilt University.

Injunction Suit Filed Against Oshkosh Trucker

Milwaukee — Secretary of Labor James P. Mitchell asked the U.S. District Court here Tuesday for an order permanently restraining Lyle W. Schaetzel, owner and operator of the Schaetzel Trucking Co. at 1938 Algona Boulevard, Oshkosh, Wisconsin, from future violations of the Fair Labor Standards Act — the Federal Wage and Hour law.

The Company, engaged in general cartage and hauling, employs approximately 5 workers.

Earl F. Halverson, Regional Director of the U.S. Labor Department's Wage and Hour Division, said an investigation disclosed information that Schaetzel had violated the child labor, minimum wage, and record-keeping provisions of the law.

The complaint alleged that minors under 18 years of age were employed as motor vehicle drivers and helpers, occupations declared hazardous by the Secretary of Labor for minors under 18.

The law prohibits the shipment or delivery for shipment in interstate commerce, goods produced in establishments where minors are employed in occupations declared by the Secretary of Labor to be hazardous and detrimental to their health and well being.

The Federal Wage-Hour law provides also that employees engaged in interstate commerce must be paid at least $1.00 an hour and one and one-half times the regular rate for overtime worked in excess of 40 hours in a week.

The Court was also asked to order Schaetzel to maintain accurate and complete payroll records.

AUTO LAYOFFS

Local officers of the United Automobile Workers report that Chrysler is planning to shut down three units for a week and that when the plants reopen after Thanksgiving Day, 1,200 workers will find themselves still on layoff. Plants affected are the Dodge car and truck plants in Detroit and the car assembly plant in St. Louis, which altogether now employ 15,000 men.

The number of women workers in the United States will increase at nearly twice the rate for men, with about 30 million women workers expected by 1970, 6 million more than 1960. This represents a 25 per cent increase for women as compared to a 15 per cent rise for men.

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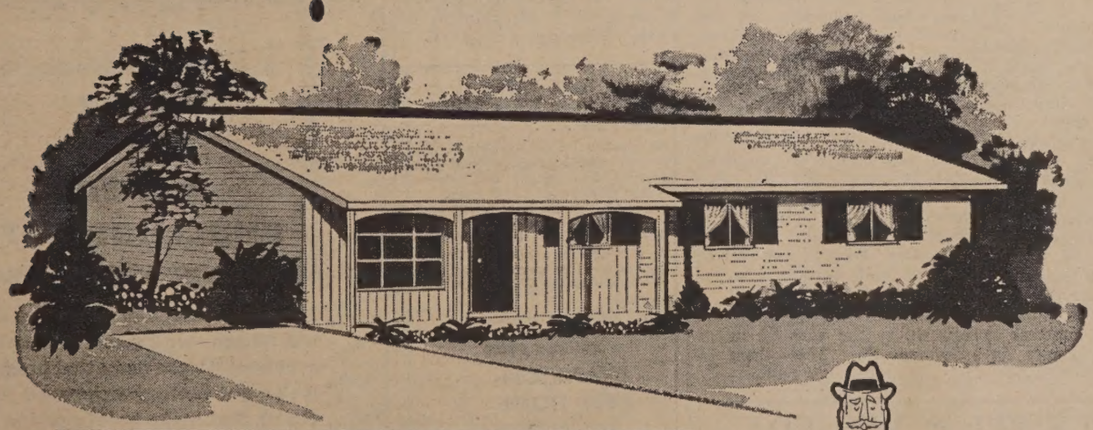

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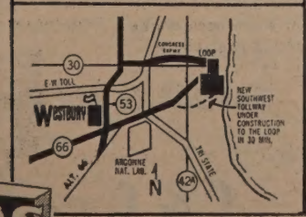

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Case of the Short-Term Employees

What Would You Do?

Back in World War II, a contract was negotiated at a metallurgical plant providing for 160 hour's pay to employes with six month's seniority who entered the armed forces. This clause was continued after the war because the draft was still on and young men faced several years of military service. Under the circumstances, four weeks' pay didn't seem too much, in terms of what the draftees would lose in regular employment.

In 1955 a new Reserve Forces Act was adopted by Congress, making it possible for boys under 18½ years of age to enlist for three to six months of active duty. It seemed at this point that 160 hours was too much military service pay, but since the company didn't normally hire anyone young enough to have had six months' seniority by age 18½, management didn't bother to try to get the contract changed.

But in January 1957, President Eisenhower issuec an Executive Order raising the age limit for short-term enlistments to 26 years. This made it possible for two employes to volunteer for six months. They signed up and immediately demanded from the company the four weeks' pay specified in the agreement.

Management balked. "That provision of the contract was never intended to cover enlistments of only a few months," the industrial relations manager said. "We would never have agreed to giving a man one-sixth of the pay he would have earned. It may be that these employes are entitled to a small payment under the two-week National Guard service clause of the contract, but that's all."

"The contract doesn't contain any qualifications as to the length of the enlistment," answered the union's international representative. "If you think it should, bring it up at the next negotiations. Meanwhile you have to pay these men."

No agreement was reached in grievance procedure and the case finally went to arbitration.

The award. The arbitrator said: "I am not disposed to correct the parties' collective bargaining agreement by making allowances for unanticipated changes. There is no provision for reopening of this section and modification of the contract by the arbitrator is expressly forbidden. The arbitrator is therefore powerless to find other than that the 160 hours of pay shall not be withheld."

Caution. The award in this case is not necessarily an indication of how arbitrators might rule in apparently similar disputes. Each case is decided on the basis of the particular history, contract, testimony and other facts involved. Some of these essential details may have been omitted in condensing the original arbitration for brief presentation. — From American Arbitration Association Files.

Recession Held—

(From Page One)

$35.6 billion now, a drop of some $800 million since last spring. The joint report foresaw a further dip in early 1961.

5. Other indicators told a similar story of stoppage. They were recorded in newspaper headlines such as these:: "Factory Orders Decline 4 per cent in October" . . . "Unsold Cars Held Record" . . . "New layoffs Hit Soft Coal."

Included among the economists appearing before the Douglas committee were: Seymour L. Wolfbein, Labor Department; Louis J. Paradiso, Commerce Department; Geoffrey H. Moore, National Bureau of Economic Research; Joseph A. Pechman, Brookings Institution, and Charles L. Schultze of Indiana University.

Administration Blamed

The two Government economists referred to the business picture as a "downturn" and "sluggish." However, Moore, Pechman and Schultze said the present condition definitely could be termed a "recession."

Pechman and Schultze put the blame squarely on the Eisenhower Administration, declaring it had created the situation with "tight money" policies and a preoccupation with "budget surpluses."

Schultze, who predicted the 1958 recession with considerable accuracy, took the most serious view. He described the situation as a "high level of creeping stagnation." He called for more Federal job-making projects and advocated a tax cut if the situation worsens.

Wolfbein cited the presistent upturn in the rate of unemployment since May—from 4.9 per cent to 6.3 per cent.

New Election Booklet Available

The U. S. Labor Department's new booklet, "Electing Union Officers," is now available it was announced today by John V. Moran, Area Director of the Department's Bureau of Labor Management eports, Chicago.

Answers to scores of questions relating to the election provisions of the Labor-Management Reporting and Disclosure Act are contained in the new booklet. Moran said the 60-page illustrated guide will be a useful aid to inform officers and members of labor organizations of the election requirements of the Act.

A heavy flow of correspondence involving the Labor-Management Reporting and Disclosure Act's election requirements has been received by the Bureau's Washington headquarters and area offices. Similarly, questions about elections are most frequently asked of Bureau representatives when they appear at meetings of labor organizations. The booklet is designed to answer many of these questions.

Moran emphasized that the answers to specific questions contained in the new publication are authoritative. Both the explanatory material and the answers to election questions are based upon official interpretations.

The publication is another in a series of aids prepared by the Bureau to explain the law to those affected by it and facilitate voluntary compliance with its requirements. Designated as Technical Assistance Aid No. 5, "Electing Union Officers" may be obtained by writing to the Bureau of Labor-Management Reports, U. S. Department of Labor, Washington 25, D. C.

Explains Why More Women Over 45 Work

Changing patterns in the American labor force of women were described by a socialogist who said more women 45 years or older are working than ever before.

Dr. Bernice Neugarten, an associate professor of sociology at the University of Chicago, told the closing session of a two day meeting of women labor officials that women over 45 are more readily available to take part not only in the work force but in community affairs too.

The meeting, sponsored by district 1 of the AFL-CIO United Packinghouse Workers of America, attracted a hundred women labor officials. It was held in union headquarters, 4859 Wabash avenue.

New Fields for Talents

Women in their 40s have reached the stage where their children are either grown or of school age, their major responsibilities in the home are behind them, and a new vista of utilizing their talents and ability is open to them, Dr. Neugarten said.

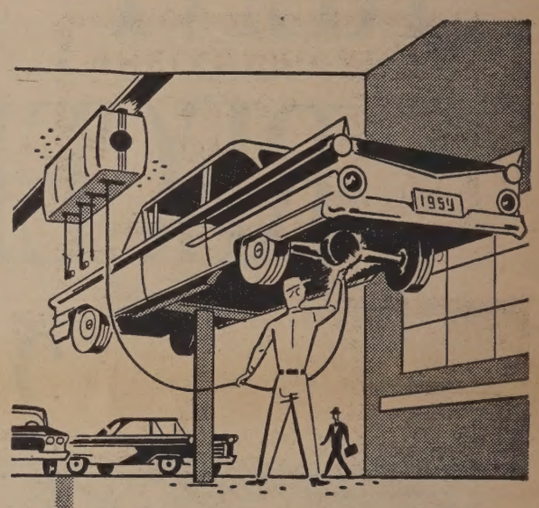
Women between 20 and 32 comprise a smaller part of the working force than ever before, she said.

The trend now is for women to marry young, have their children, and then go into the business community when their offspring reach school age.

Some Home Interferences

But, Dr. Neugarten warned, the older working mother still doesn't have her mind completely on her job. She is plagued with thoughts of home, decisions to be made about meals, shopping on her lunch hour, and a variety of other home responsibilities.

While most married women work basically because of economic considerations, Dr. Neugarten said others do so to escape boredom, loneliness, or perhaps even a feeling of inadequacy as a housewife. Others find that being just a housewife limits the scope of their ability, she said.



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